

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after December 11, 2003, are as follows: Average increases of 26 cents (3.3 percent) for Level 1 and 32 cents (3.2 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	219	7.82	9.50	7.25
CASHIER-CHECKER	145	7.48	10.50	7.00
CUSTOMER SERVICE ASST	24	8.60	9.58	8.00
OFFICE CASHIER	10	9.99	12.74	9.00
TELLER	51	9.90	12.38	9.01
DESK CLERK	113	9.07	10.07	8.27
NF - 2				
STORE DETECTIVE	11	9.39	14.05	7.95
HEAD CUSTOMER SVC ASST	7	9.87	10.25	9.25
SECRETARY	25	12.81	14.16	9.51
ACCOUNTING TECHNICIAN	27	12.07	14.15	11.00
NF - 3				
DEPARTMENT MANAGER	198	10.96	13.73	10.00
EXECUTIVE SECRETARY	23	15.35	19.44	14.74
BOOKKEEPER	28	12.80	15.15	12.31

WAGE AREA : #147 Anne Arundel, Maryland
 ORDER DATE : October 6, 2003
 SURVEY : #019/019-32